




Winning BIG with PEOPLE


Mr. Mahesh Sharma



**Winning BIG
with PEOPLE**
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**Nurturing The
Human Side of Enterprise**
(Emphasizing the HUMAN in
Human Resource)




**The Biggest Asset of the
Organization**

- Industrial age
 - Machinery
 - Plants
 - Processes
- Knowledge worker age
 - People . People. People.



The Main Concern

How to Increase Effectiveness
and
Productivity



The Main Challenge

The productivity &
Effectiveness comes from
The biggest Asset
People.



The stunning observation*

- Only 13 % have clear understanding of their organizational Goal
- Only 1 in 5 – enthusiastic for organizational goals
- Only 1 in 5 – workers have clear "line of Sight" between their task and their teams and organizational goals
- Only 15% felt – They are equipped for achieving their goal
- Only 15% felt - they work in high trust environment
- Only 20% - fully trust their organization
- Only 13% - have high trustworthiness with other department

* Harris Interactive Study of 23000 workers, managers and executive who took the KQ Questionnaire of the US Residents employed full time within key industries and in key functional areas.



And the challenge is

.....

- Human beings are not two dimensional – they are four dimensional.
- Same way organization also is not two dimensional – its four dimensional

(Because it is built from people of four dimensions)



And the four dimensions are

Body – Products, Services, Results,
(Individual) – Health, Enjoyment, Satisfaction.

Mind – Planning, Strategies, Policies.

(Individual) – Thinking, Planning, Reasoning.

Heart – Culture, Belief systems, DNA.

(Individual) - Emotions, Belief systems, Feelings.

Soul – Vision, mission, What it stands for.

(Individual) - Purpose, Meaning.



The stunning revelation is

.....

You neglect any one part of human nature and you turn person into a thing

And what do you do with the things

- You have to control
- You have to manage
- You have to carrot-and-stick them

(some of the quotes)



Eureka Moments for Corporate & Entrepreneurs
Nurturing The Human Side of Enterprise.

"The best team doesn't always win –
It's usually the team that gets along best."

John C. Maxwell

Eureka Moments for Corporate & Entrepreneurs
Nurturing The Human Side of Enterprise.

"Team leaders have to connect – with their team and themselves. If they don't know their team's strength & weaknesses, they cannot hand over the responsibilities to the team.

And if they don't know their own strength & weakness, they still will not be able to hand over the responsibilities to the team."

John C. Maxwell

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"If these two so called SOFT aspects;

TRUST & INTEGRITY are removed from a highly calibrated and technically strong Team;

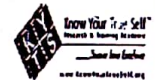
What is left, is a highly chaotic and self destructive organization.

KYTS RTA Bureau

"If I will arrive late for a meeting my action will send a wrong message to my team despite several mails and lectures on the value of discipline.

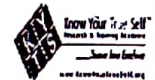
Our actions count a lot more than our words".

Richard Allison - Executive VP Domino's Pizza International



If we need to win big with people ...

- We need to see them as a whole person not a part person
- We need to understand them on a deeper level
- We need to address their insecurities, resentment and approval seeking
- We need to know them as they are



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And it mostly connect

To the human side of the enterprise

The motivating factors for People

- Money
- Appreciation
- Respect
- Worthiness
- Treatment



Lets find out the base

.....
Recall the time/incident
when you felt

- Cheated - What came into your mind ?
- Suffocated
- Used - Why you felt so ?
- Misused
- Excited
- Happy
- Jealous - Why you were jealous with ?
- Helpless
- Bechara
- Ashamed - Why you felt Ashamed ?
- Victim
- Won - What made you feel Won ?

Its not the situation, its how you interpret the situation that trigger your reaction.

And if you can identify the feeling behind your reaction - you would be more effective in dealing the situation.

It all boils down to us
again

Personal Leadership



And the answer to the
question
How to keep people
motivated and productive
at all levels , is.....
Develop leadership at
All levels.

And making sure the HUMAN
in Human Resource is
properly FOCUSED




Aspect I

**BE THE CHANGE YOU WANT
TO
SEE IN THE WORLD**




Aspect 2

**NOBODY IS WRONG,
EVERYONE IS RIGHT IN
HIS/HER OWN OPINION.**



Aspect 4


**NO WIN IS FINAL.
NO DEFEAT IS PERMANENT.**



Aspect 3


**TREAT EVERYONE THE WAY
YOU
WANT THEM TO TREAT YOU**
GOLDEN RULE

**TREAT EVERYONE THE WAY
THEY WANT TO BE
TREATED BY YOU**
PLATINUM RULE



Aspect 5

DEVELOP THE RIGHT EGO.



Aspect 6

**MISTAKES ARE NORMAL
AND EVEN
A GREATER SOURCE OF
LEARNING.**



Aspect 7

**NO ONE CAN MAKE YOU
FEEL YOU INFERIOR
OR ANGRY
OR FRUSTRATED
OR DEJECTED**

WITHOUT YOUR CONSENT

